

Minutes of the meeting of BICC Executive Committee held on Monday, November 29, 1971 at 744 Broad Street, Newark, New Jersey.

PRESENT

Thomas Mann
William Hoffman
William Wilson
George Wibecan
Henry Boardman
Stanley Osowski
George Birmingham
Marshall Wolf
Roland E. Stewart

Joseph Partenheimer
Jules Lozowick
John Clarkson
John Maguire
Richard Proctor
Pedro Iglesias
Eugene Campbell
Sylvester Hart
Mildred Williamson
Rafael Lozada

Meeting was called to order at 6:15 P.M. by Co-Chairman Marshall Wolf. Mr. Wolf asked Mr. Stewart to tell the Board Members of his trip to Rahway Prison on Thanksgiving Day.

Mr. Stewart stated that he thinks it was important that Governor Cahill recognized that he was dealing with a problem which really concerned the community, and proceeded to call community people in to act as observers and to help in the negotiations. When we arrived at the prison on Thanksgiving morning, it was pretty clear that the tone was to go in and take the wing away from the prisoners who were rebelling. During the day it developed thru the kinds of pressures and discussion brought about by the community people that this (assault) maybe wasn't the way to go and there was another way to solve it and to find out what the problems were and then to make judgements based upon some fact finding. With this, Governor Cahill decided to send in a representative body of people. The representatives went into the prison to talk with the guards, and the prisoners to find out just what was going on; it was at that time the prisoners submitted a list of grievances; it was carried back to Governor Cahill who then felt that along with some of the requests the prisoners made that the press be allowed to enter into the prison so that inmates could tell the outside world what was happening inside the prison. This was carefully considered by the Governor who came up with the decision to make a deal, release one hostage to show good faith and he would do certain things to end the rebellion. A lot of it keyed on the arrival of a black news reporter, Stanley Terrell who was one of three reporters to go into the prison to talk to the prisoners. Mr. Terrell got the story first hand along with the other two reporters. After that, the negotiations were that all of the hostages be freed and unharmed which they were relatively. Mr. Stewart went on to say that the community peoples real role came into being at approximately 12:00 Thanksgiving night when the prisoners were returning to their cells; they (the inmates) had to dislodge all the materials which they had positioned for the assault. They threw from about the third floor of the prison such items as bass drums, a grand piano, massive pieces of concrete, wall lockers, various musical instruments, and benches. The community people were observers to see that no prisoner was brutalized or physically maltreated. Mr. Stewart continued that they walked in the prison with unarmed guards to see that the prisoners all

returned to their cells. On some of the cells, the locks were broken and others were burned out from fires which the prisoners themselves started, so they had to sleep elsewhere. All of the prisoners were asked by the representatives how they felt and had they been mistreated. This was reported back to Governor Cahill by Mr. Nick Heil, the Governor's representative who was left there at the prison to supervise during the night. Mr. Stewart further stated that the community group was later summoned by Mr. Heil to attend a meeting on Friday with Governor Cahill in Trenton where Governor Cahill announced the formation of the negotiation team. He further stated that hopefully on Monday December 6, 1971 BICC can get someone from a radio station or television station to act as a moderator and who will ask the kinds of questions that will cause the other speakers, Messrs. Phillips, Henningburg, and Rodrigues, to relate their observations, their kinds of feelings, and their opinions on what the Rahway Rebellion meant to them and the impact it will have on us as citizens.

Mr. Stewart stated that the primary reason for success at Rahway was that Governor Cahill did not feel too royal or too far removed that he could not come to the prison. He was there where he could give authoritative, first line ultimative kinds of decisions. Mr. Stewart felt that when everything had quieted down, everyone came away feeling that they had been a part and been included in the total process rather than after the fact.

Mr. Partenheimer stated that on Sunday evening, November 28, 1971, Mr. Earl Phillips and Mr. Stewart were on radio station WNJR at 10:00 P.M. and he thought that both men were very good and handled themselves like professionals during the question and answer period.

Mr. Wolf asked Mr. Stewart where does BICC stand on the employment center?

Mr. Stewart replied that "he had noticed people moving furniture out of 50 Branford Pl so he went to see if there were any desks, chairs, or other office furniture they wouldn't be using and he found out that there was 4,500 sq. ft. for rent at \$750.00 a month. At 36 & 46 Branford Pl, there is 1,500 sq. ft. for \$650.00 a month. He continued that investigating the telephone costs, he found out that BICC could not have the same telephone system that they have at the present time. We would have to go into a switchboard operation if we keep our operations at 36 & 46, which would involve a switchboard operator at a cost of approximately \$433.00 a month; so it appears that we can kill three birds with one stone; (1) we can acquire 4,500 sq. ft. for approximately \$750.00 a month, (2) consolidate our entire operation and (3) not have to involve the telephone costs & the switchboard charges. He further stated that #36 has not been touched yet and the landlord at # 36 said that he would not be unhappy if he lost BICC as tenants because he has had several other offers for the location. The landlord at #46 has been approached and he has wanted to expand his offices for many years, and the landlord at #50 said he would be very happy to have BICC as tenants if something equitable could be worked out with BICC.

Mr. Wolf stated that he was to understand that BICC may be able to negotiate with the landlord at #50 and get the rent down to \$650.00 a month.

Mr. Wolf asked since the additional cost would be modest, would the board agree to continue to explore this and have the Co-Chairman's and legal counsel make a decision on the location?

Mr. Clarkson asked Mr. Wolf if he had considered forming a site committee to report back to the board and let them know so that some sort of immediate action could be taken?

Mr. Wolf asked for volunteers to be on the site committee. Mr. Maguire and Mr. Thomas Mann offered to be on the committee along with Mr. Stewart. They were to look at \$50 on November 30, 1971 to see just if it would be feasible to move the entire operation of BICC there.

It was agreed by the board to have the site committee look at #50 Branford Pl. and if they felt it was alright to move the entire offices of BICC, they will start the process.

Mr. Stewart reported that Mr. Partenheimer and Mr. Boykin will sit with Mr. Dick Phillips of the Newark Skills Center on November 30, 1971 to develop BICC's Co-Sponsoring their Clerical Training Program if it is approved by the State.

Mr. Stewart reported on the Proposal-Yearbook which the BICC staff helped to put together. These proposals were sent out to various Foundations, and companies who have expressed an interest in donating to BICC. The booklets were passed out to the board members.

Mr. Wolf asked where does BICC stand with the Foundations?

Mr. Stewart reported that a mini proposal was submitted to the Schumann Foundation, for their meeting. Next week he will be sending others and making appointments with the other Foundations.

Mr. Wolf stated that Mr. Bregstein and himself, put together three (3) pages for the Chamber of Commerce to outline what BICC is and what BICC has done and hopes to do in 1972. The Chamber has questions such as should BICC be merged with the Urban League and the Urban Coalition or should they be funded at all.

Mr. Wolf reported that Mr. John Maguire was asked to serve as Chairman on the personnel committee to evaluate the Executive Director Mr. Stewart.

Mr. Maguire reported that as Chairman of the Personnel Committee, they met that day to perform an evaluation on the Executive Director and they came up with an unanimous opinion and they would like to talk to the Executive Director before making a report to the board. At the next Executive Committee meeting, they will give the board members their report.

Mr. Wolf spoke of giving up the Co-Chairmanship on the Executive Board of BICC. He feels that after two years, someone else should take over as Co-Chairman. He asked Mr. Maguire to serve as Chairman, William Hoffman and Charles Garrison as Co-Chairman from the business side to submit a name for a new Co-Chairman for the business sector of the Executive Committee.

Mr. Maguire reported that the committee submitted the name of Mr. Jules Lozowick to serve as Co-Chairman for the business sector.

Mr. Wolf announced that Mr. Imamu Amiri Baraka (Leroy Jones) will be the guest speaker at BICC's General Meeting on January 10, 1972.

Mr. Lozowick stated that as Co-Chairman, he would like to get together with the different committees and have them plan their activities in advance so that you can have an idea what is going to be done and the dates.

FINANCIAL REPORT

Mr. Birmingham passed out a financial report for the period ending October, 1971. He indicated that the Chamber is still three (3) months behind in their payments and would appreciate it if Mr. Osowski would push the button and try to get the money to BICC soon.

TASK FORCE REPORT:

Mr. Wolf read a letter which he received from the two (2) companies who refused to give any EEOC data to BICC's Task Force.

There was a lengthy discussion among the board members on the two companies who submitted letters explaining why they did not give out any EEOC data and how they should deal with the companies.

Mr. Proctor gave the board members a list of concerns which the Civil Rights and the Community Group would like to consider as goals for new employees, hires and promotions which they hope will come from BICC member companies in 1972.

- (1) A lot more hiring of Blacks and Puerto Ricans in upper level jobs.
- (2) More minority movement into major upper decision making jobs
- (3) A refined break-out of figures regarding Spanish speaking people and Puerto Ricans
- (4) In terms of jobs for BICC's companies in 1972, 10,000 jobs for Black & Puerto Rican's either promotional or new hires
- (5) A breakdown of part-time and full-time jobs of companies
- (6) In order to get 10,000 jobs, it will mean more work for the membership committee, more work for the Civil Rights & community groups. All factions will have to work along with each other to attract new companies and to get companies involved who are not now actively involved now to inform them what BICC is really all about. Companies will have to give realistic commitments.
- (7) Begin to utilize the BICC staff to help acquire job referrals, recruitments and up-grading into jobs
- (8) More Blacks & Puerto Rican's in personnel departments

Mr. Proctor read the goals and percentages the Civil Rights and the Community groups would like to see the BICC companies meet in the year 1972.

He went on to say that he would like to discuss this at the next Executive Board meeting.

EDUCATION COMMITTEE REPORT:

Mr. Boardman reported that they are trying to change the curriculum in the schools in Newark, N.J. He also spoke of the luncheon on November 9, 1971 which was hosted by Prudential Insurance Company. Drs. Lux & Ray from Ohio State discussed the World of Finance. The people from Ohio State sent a proposal to Newark but it appears difficult to get this project financed locally. An appeal is being made to the State and Federal Government for a feasibility study to hire the people from Ohio State as consultants. Mr. Boardman further stated that a letter went out to Commissioner Harburger, the Commissioner of Education to try to get his support. A brochure was printed and will be ready for distribution by December 6, 1971.

Meeting adjourned at 8:20 P.M.

Respectfully submitted,

Katherine Morton

BICC Employment Goals for 1972

Percentage Goals of New Employment
Hires and Promotions

	<u>Blacks</u>	<u>Puerto Ricans</u>	<u>Total</u>
Officials & Managers	40%	19%	58%
Professionals	50%	18%	44%
Technicians	50%	18%	44%
Sales	50%	25%	75%
Clerical	25%	15%	40%
Craftsmen	24%	14%	30%
Operative	50%	15%	31%
Laborers	50%	15%	75%
Service	50%	15%	75%